

Law and minimum wage essay sample

[Economics](#), [Trade](#)



If you are experiencing difficulties or have concerns about certain issues at your place of work you may be wondering what aspects of employment are covered by law. Every aspect of employment is covered by the law in order to ensure that employees and their employers are treated fairly and respectfully in the work place. For example, employment law covers matters of discrimination and unfair treatment within the workplace, ensuring that employees cannot be abused or treated unfairly due to their race, age, gender, sexual orientation, or any other protected characteristic.

Employment law covers other mechanisms which exist to protect the rights of employees, including rights to a minimum wage and reasonable working hours, and health and safety regulations to ensure that employees do not come to any harm. The law also entitles some employees to redundancy payments when they are made redundant, and allows them to take their employer to an employment tribunal if they have been unfairly dismissed. However, employment law does protect employers too, allowing them to fire employees if their work is not up to par, or if they commit gross misconduct. Employment contracts also fall under the umbrella of employment law, and these affect both employers and employees. The employment contract, as with any legal contract, sets out the obligations and rights of each party. An employment contract will set out the employees terms of employment, detailing the responsibilities of the employee's job, how much he or she will be paid, and what rights they will be afforded as part of their contract (vacation time, for example). Protecting Your Employment Rights

It is important to be aware of your rights on aspects of employment that are covered by the law so that if anything should go wrong at work, you know

you have the legal right to seek resolve. The law on employment in the UK has been evolving in one way or another since people lived and worked within a feudal system. Modern employment law in the UK really began to take shape in the late nineteenth century when a set of employment rights and employment contracts became widespread. Employment law in the UK can be split into two distinct sections: individual labour law and collective labour law. Individual labour law concerns the basic rights of individuals in the workplace like those set out in the National Minimum Wage Act 1998 while collective labour law concerns the rights that employees to participate in the decision-making process. Whether you have been unfairly dismissed from your job, discriminated against in the workplace on the grounds of your race or gender, or need some advice on how to draft a watertight employment contract, our expert team can help. Answer—no. 1

If you fill out the form on the right-hand side of this page, our team will use the details you have provided to match an employment solicitor to the specific requirements and circumstances of you and y- Receive Payment - Receive Written Terms and Conditions—

- Redundancy Payment —answer in q1
- Minimum Wage
- Maximum Working Week
- Not to be discriminated against
- Fair Disciplinary Procedures
- Safe working environmentour case. We have partnered with some of the

most highly regarded employment solicitors from law firms that have a proven track record of satisfied clients and successful results.

Contract law covers the deal between employer and employee. Labor law covers the deal between employee and employer in addition if collective bargaining is involved. Health and safety laws cover the work conditions, and minimum wage and other laws set basic compensation levels. There are specific laws in many states limiting the effect of certain clauses in an employment contract, such as arbitration clauses or non-compete clauses. The employment of officers and directors are covered by securities laws if a public corporation is involved. Civil rights laws, both state and federal, cover issues of discrimination against employees or among employees on the basis of race, sex, age and cover issues of sexual harassment. And so on and so on. Source(s):

Here is one website you might find useful as a starting point: The US Small Business Admin: <http://www.sba.gov> * Hours worked (working time directive) (WTD)

- * Discrimination
- * Health and safety
- * Holiday entitlements
- * Redundancy and dismissal
- * Training
- * Disciplinary procedures
- * Union rights and consultation, etc.

These apply to all Work environments. . Labour law covers the deal between

employee and employer. Health and safety laws cover the work conditions, and minimum wage and other laws set basic compensation levels Human rights law-another topic

The rights contained in the Human Rights Act are:

- The right to life
- The right not to be tortured or treated in an inhuman or degrading way
- The right to be free from slavery or forced labour
- The right to liberty
- The right to a fair trial
- The right to no punishment without law
- The right to respect for private and family life, home and correspondence
- The right to freedom of thought, conscience and religion
- The right to freedom of expression
- The right to freedom of assembly and association
- The right to marry and found a family
- The right not to be discriminated against in relation to any of the rights contained in the European Convention
- The right to peaceful enjoyment of possessions
- The right to education
- The right to free elections

The Human Rights Act 1998

Answer ques. No. 2

Weegy: Three main features of current employment legislation : -

Employment Rights, – Equalities & Discrimination law, -Health and safety legislation. Auto answered| Score 1| ephraimzRN| Points 1812|

User: Briefly outline why employment law exist.

Weegy: employment law exists to protect the best interests of both employers and employees. Employment law exists to safeguard the interests of both employers and employees. [We understand that this particular area of law is continually developing and it is of critical importance to keep abreast of evolving legislation.] Auto answered| Score 1| Controler| Points 664|

User: List three aspects of employment covered by law

Weegy: Every aspect of employment is covered by law. The first of any form of employment needs a contract, the employee must have a contract of employment. [There is a whole series of laws that relate to the conditions of work, these include: * Minimum wage * Hours worked * Discrimination * Health and safety * Holiday entitlements * Redundancy and dismissal * Training * Disciplinary procedures * Union rights and consultation, etc. Employment law is different in different countries and there are many more laws, but these are which i would say are the main laws in employment.

Read more:

http://wiki.answers.com/Q/Which_aspects_of_employment_are_covered_by_law#ixzz1jYQLOcp4

] Auto answered| Score 1| concreterose| Points 560|

User: Understand employment responsibilities and rights in health, social care or children's and young people's settings. Weegy: ... of Children's Health: Adolescence ... able than children to understand that people do ... do no prohibit young men and women from interacting both in social and private settings. [www. answers. com/topic/adolescence] Auto answered| Score . 5413

User: Imagine you are a newly appointed supervisor/manager within your service. You need to update your staff handbook to reflect current employment law in health, social care. Identify three different sources of information you could use to enable you to do this. Weegy: I do not see any choices other than the question being repeated four times. Please re-state the choices. Expert answered| geec12 Another answer in q2.

Make a list then think about the main features rather than explaining each one eg health and safety (eg working conditions), equality and anti discrimination (eg equal pay, disability/sex/ race discrimination etc), protection from abuse (eg unfair dismissal, minimum wage etc). Why? To protect workers, to guide, regulate and set standards, to provide rights and restrictions on workers and management through a legal relationship etc.

Another topic just nid d copy

HR department- another topic want this copy

Line manager

ACAS

Citizens Advice Bureau

Community Legal Advice

<https://assignbuster.com/law-and-minimum-wage-essay-sample/>

Access to Work

Additional Learning Support

advice from trade unions and representative bodies

www.businesslink.gov.uk

- The Equality Act 2010
- Health & Social Care Act 2008
- The Sex Discrimination Act, 1975 and Code of Practice
- The Race Relations Act, 1976 and Code of Practice
- Race Relations (Amendment) Act 2000
- The Disability Discrimination Act, 1995 and Code of Practice
- Data Protection Act 1998 – – guidance 2002
- Employment Rights Act 1996
- Employment act 2002
- National Minimum Wage Act (1998)

Working Time Directive and Working Time Regulations 1998

- The Gender (Re-assignment) Act 1999
- Harassment Act 1997
- Health and Safety at Work Act 1974

The Health and Safety Young Persons Regulations March 1997

Control of Substances Hazardous to Health Regulations (COSHH) (2002) The

Manual Handling Operations Regulations 1992 (as amended in 2002) The

Health

and Safety (First-Aid) Regulations 1981

- Human Rights Act 1998
- Public Interest Disclosure Act 1998 (Whistle Blowing Charter) •

Rehabilitation of Offenders Act 1974-1986 Amendment

- Sexual Discrimination Act 1976
- Proposed Code of Practice – Recruitment & Employment of Gay Men & Lesbians Answer in q1 and 2

201. 1 Know the statutory responsibilities and rights of employees and employers within own area of work 1. 1 list the aspects of employment covered by law

The law in UK covers the following aspects:

Minimum wage, Hours worked, Discrimination, Health and safety, Holiday entitlements, Redundancy and dismissal, Training, Disciplinary procedures, Union rights and consultation, among many others. Labour law covers the deal between employee and employer. Health and safety laws cover the work conditions, and minimum wage and other laws set basic compensation levels. We also have the Disability Act, Manual Handling Operations and Regulations, Data Protection Act, The Medicine Act, General Social Care Council code 2001, RIDDOR 1995 and more. 1. 2 list the main features of current employment legislation Pay

Being paid and payslips

Company sick pay rights

Performance-related pay

Employment contracts and conditions

Contracts of employment

Changes to employment conditions

Breach of contract

The National Minimum Wage

The National Minimum Wage rates

Calculating the National Minimum Wage: the basics

Help getting paid the National Minimum Wage

Time off and holidays

Annual leave and holidays

Time to train: request time at work to learn new skills

Time off for dependants

Working hours

Working time limits (the 48-hour week)

Rest breaks

Overtime

Flexible working

The right to request flexible working

Working from home

Part-time work

Sickness absence

Time off for sickness

Statement of Fitness for Work (fit note)

How work can keep you healthy

Business transfers and takeovers (TUPE)

Employment protection during business transfers and takeovers (TUPE)

Transfers of employment contracts

1. 3 outline why legislation relating to employment exists

To ensure a more cost efficient and safer working environment. There is an increasing responsibility for employers to protect the health & safety of their employees. The financial

Answer 1-4 q

Unit 1. Understand Employment Responsibilities and Rights in Health, Social Care or Children and Young People's Settings 1. Know the statutory responsibilities and rights of employees and employers within own area of work.

2. 1 List the aspects of employment covered by law

- * Working hours and holiday entitlements
- * Sickness absence and sick pay
- * Minimum wage
- * Disciplinary procedures
- * Health and safety
- * Anti – discrimination provisions
- * Redundancy and dismissal
- * Data protection
- * Relevant equalities legislation

2. 2 List the main features of current employment legislation * Pay

- * Employment contract and conditions
- * The national minimum wage
- * Annual leave and holidays

- * Working hours

- * Sickness absence

- * Flexible working

2. 3 Outline why legislation relating to employment exists * To protect the rights of employers and employees

- * To prevent exploitation

- * To ensure safe working environment

2. 4 Identify sources and types of information and advice available in relation to employment responsibilities and rights * Manager, coordinator

- * Citizen Advice Bureau

- * Trade Unions and Representative Bodies

- * Community Legal Advice

- * Job contract

- * Government websites

2. Understand agreed ways of working that protect own relationship with employer. 3. 5 Describe the terms and conditions of own contract of

employment. * Appointments – CSWs must keep any appointments or arrangements that are made for them * Pay – company pays wages 4 –

weekly in respect of hours worked and mileage accumulate * Policies and procedures – all employees are expected to read, understand and abide by any policies and procedures, updates and additions listed within the

Engagement Report Form * Uniform – all CSWs are expected to wear clean, approved uniform * Change of address/telephone – manager must be

notified immediately ERR Unit R/602/2954LEVEL 2

Dorota Kucharska LITTLE MANOR NURSING HOME-answr 1-4

Title : Employment Responsibilities and Rights in Health, Social Care and Children and Young People's Settings

1. Know the statutory responsibilities and rights of employees and employers within own area of work.

1. 1 List the aspects of employment covered by law

Here is a list of the aspects of employment covered by law; minimum wage, discrimination, health and safety, holiday entitlements, redundancy, dismissal, training, disciplinary procedures, union rights and consultation, maternity rights, protected disclosures, working time regulations, particulars of employments. Working hours and holiday entitlements, Sickness absence and sick pay, Anti – discrimination provisions, Data protection, Relevant equalities legislation.

1. 2 List the main features of current employment legislation is : – Health and Safety Act 1974

- Equality Act 2010
- Data Protection Act 1998
- Employment Rights Act 1996
- Part Time Workers Regulations Act 2000
- Working Time Regulations Act 1998
- National Minimum Wage Act 1998

1. 3 Outline why legislation relating to employment exists.

Legislation relating to employment exists to protect the rights of employers

and employees by providing rules and regulations that must be followed. It prevents employers from abusing or taking advantage of employees. To prevent exploitation and To ensure safe working environment.

1. 4 Identify sources and types of information and advice available in relation to employment responsibilities and rights. Sources and types of information that are available to employment responsibility and rights include:

Employment contracts -copy, company policies, manager of team, Advisory, Conciliation and Arbitration Service, Jobcentre Plus, Citizens Advice Bureau, Department for Work and Pensions, Employment Appeals Tribunal Service, Her Majesty's Revenue and Customs, Access to Work (to help pay towards a support worker or the... [continues]

Unit 3

1. 1

List the aspects of employment covered by law.

These are all covered by law so that no one is taken advantage of and also so that both Parties are covered to a certain point and makes sure everyone is treated fairly i. e. * Minimum wage

* Hours worked (working time directive)

* Discrimination

* Health and safety

* Holiday entitlements

* Redundancy and dismissal

* Training

* Disciplinary procedures

* Union rights and consultation, etc.

These apply to all Work environments. . Labour law covers the deal between employee and employer. Health and safety laws cover the work conditions, and minimum wage and other laws set basic compensation levels

1. 2 List the main features of current employment legislation.

Discrimination is a main feature of employment legislation because it has more than one Meaning I. e.

*Gender

*Age

*Disability

*Religion

*Sexual preference

It also protects against many other forms of harassment and bullying in the work place.

1. 3 Outline why legislation relating to employment exists.

It exists so people know their rights and responsibilities in the workplace and helps protects the employer and employees 1. 4

Identify sources and types of information and advice available in relation to employment responsibilities and right. * Internet

* Citizen Advice Bureau

* HR Department

* Supervisor/line manager

* Trade Union

* Jobcentre

* Employment Law solicitor

2. 1 Describe the terms and conditions of own contract of employment.

*Hours of work

*Hourly rate of pay

*Holiday entitlement

*Health and Safety

*Benefits I. e. Travel Pay

2. 2 Describe the information shown on a pay statement.

* Company name

* Hours

* Rate

* Paye Tax

* N. I number

* Deductions

* Date

* Week Number

*Total gross pay TD

* Tax paid TD

* Earnings for N. I TD

* N. I TD

* Net pay

* Employee Number

* Tax code

2. 3 Describe the procedures to follow in event of a grievance.

ERR1

OUTCOME 1: Know the statutory responsibilities and rights of employees and employers within own area of work

1. The aspects of employment covered by law

Contracts of employments and your rights at work, working hours and holiday entitlement, sickness and sickness pay, maternity/paternity rights, equal pay and the national minimum wage 2. The main features of current employment legislation

The employment rights act 1996, The national minimum wage act 1998, The sex discrimination act 1975, Health and safety at work act 1974, The manual handling operation regulation 1992, The equalities act 2010 3. Legislation relating to employment exist because this is to protect employers and employee , and to make sure that they stick to these all the time. 4. Sources and types of informations and advice available in relation to employment responsibilities and rights are: contract, policy document, job description, the citizen advice bureau, trade unions, social services departments

OUTCOME 2: Understand agreed ways of working that protect own

relationship with employer 1. The terms and conditions of own contract of employment are that I am working as domiciliary care worker, there are no

fixed working hours and I am required to work at such times and for such periods as are necessary for the efficient discharge of my duties. I am entitled to a pro rata amount of 20 days holiday. If I am absent from work more than 7 days due to sickness or injury I must provide my employer with a medical certificate. I am entitled to adequate rest breaks in my working days.. 2. The information shown on own pay statement are: name, date, salary, holiday pay, company sick pay, mileage and expanses tax, tax income, national insurance, wage advance, loan repayments 3. The procedures to follow in event of a grievance. Grievance procedure should be in writing and should tell me who should I complain to first, how soon after incident happens I must make my complaint. What the result could be and how long... [continues] Read full e